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ABSTRACT

This book gives an overview of the field of human resource development (HRD) through providing a definition of the concept of HRD and discussing the future of the field, providing the history of HRD, its structure, major roles taken by practitioners, program areas, the field's international orientation, and careers and career preparation. It is intended for use by both practitioners and academicians and as a primary or secondary text in undergraduate and dual-level (graduate and undergraduate) courses. Chapter 1 provides an overall initial picture of the field of HRD. The remaining 11 chapters elaborate upon elements of the HRD profession model. Chapters 2, 3, and 4 provide historical, conceptual, and structural background. Chapters 5-12 systematically explore the three main components of the HRD profession: HRD roles, HRD program areas, and HRD careers. HRD roles (the inner circle of the model) are discussed in terms of various types, e.g., Chapter 5 is concerned with the analytical roles cluster, Chapter 6 with the developmental roles cluster, Chapter 7 with the instrumental roles cluster, and Chapter 8 with the mediational roles cluster. Chapter 9 focuses on HRD program areas (the middle circle). Chapter 10 provides an introduction to the international setting in which many HRD activities take place. Chapters 11 and 12 discuss HRD careers (the outer circle). Appendixes include a 29-item bibliography on ethics in HRD, a bibliography of 22 journals on HRD, and name and subject indexes. (YLB)

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